

TOBYHANNA REPORTER

Permit No. 50
First Class
U.S. Postage Paid
Tobyhanna, PA 18466

VOL. 50, No. 4

TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.

(WWW.TOBYHANNA.ARMY.MIL)

FEBRUARY 21, 2006

News Notes

Reporter on depot Web site

The *Tobyhanna Reporter* will be posted to the depot's revised Internet site beginning Friday.

Those wishing to view the bi-weekly publication can go to www.tobyhanna.army.mil, click on the About link, click News, then Tobyhanna Reporter. Each issue will be posted as a Portable Document Format, or PDF, for easy viewing, located at the top of the Web page, and titled by volume, number and date.

An archive of back issues will be included in the Web site.

The Business Management Directorate has updated the Web site. The Web site has several new features, such as a video link, links to customer service, visitor information, organizational information, and depot and tenant activity contact information.

Questions or concerns may be directed to Tammy Strausser, X57743, or Brian Suriani, X57516.

News may be submitted to the *Tobyhanna Reporter* staff via e-mail or hard copy document. Submissions should include the name and phone number of a point of contact.

Deadline for Community Bulletin submissions is seven days prior to publication.

For more information, contact the newspaper staff: Anthony Ricchiazzi, editor, and Jacqueline Boucher, assistant editor.

Monster truck jam in March

Tickets are at the One Stop Shop for the monster truck jam scheduled for 2 p.m., March 18, at the Wachovia Arena. Cost is \$22 per ticket. For further information, call the One Stop Shop, X58851.

NASCAR tickets on sale

Tickets are at the One Stop Shop for the NASCAR Nextel Cup Series scheduled for June 11 and July 23. June tickets for the Pocono 500 cost \$50 (section S14, rows R and Q, Concourse Vista South). July tickets for the Pennsylvania 500 cost \$80 (section SO, rows RR and SS, Terrace Vista South). For further information, call the One Stop Shop, X58851.

Tobyhanna engineers earning black belts

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Tobyhanna trains Soldiers, civilians on Army's Command Post Platform

by Jacqueline Boucher
Assistant Editor

Soldiers and civilians who operate and maintain the Army's Command Post Platforms (CPP) are turning to Tobyhanna for the latest training programs.

The depot develops and provides state-of-the-art training to warfighters supporting Stryker Brigade Combat Teams (SBCT). The CPP has the capability to pull information from satellites, unmanned aerial vehicles and sensors to provide combat commanders all they need to make decisions.

"The project manager at the Tactical Operations Center tasked us to develop and deliver new equipment training for the SBCT-4 system. We sub-contracted L3 Com, Titan Corporation to assist with the mission and this effort is underway at Fort Lewis, Wash. In addition, Tobyhanna partnered with Northrop Grumman to deliver the new equipment training to the Soldiers receiving this suite of equipment," said Don Herr, new equipment training team chief, Business Management Directorate. "We're becoming more involved with integrated logistics support versus just doing a repair or writing tech manuals."

By benchmarking existing courses, members of Tobyhanna's training team were able to develop a curriculum that teaches operators how to use the new technology. Nine instructors are teaching field services representatives (FSR) and Soldiers here and at Fort Lewis.

Training started in September with seven units targeted. Classroom instruction for SBCT-4 is 28 days while the CPP training curriculum is 44 days. Both training packages cover topics such as shelter maintenance and repair. Students will be taught about power and signal distribution, radios, switches, routers, firewall and how the signal moves through the shelter.

Bill Kimbell and Bill Brown are instructors who have applied years of experience and knowledge to help develop the training program. Both taught electronics courses while on active duty with the Army and Navy, respectively.

"It's exciting to be involved in this ground-breaking program," Brown said. "It's nice to know that what we're teaching has a practical use."

Tobyhanna has helped bring the digitized battlefield down to the lowest levels via its work on the CPP and Tactical Operations Center, explained Herr. The TOC is a remote operator's station that is part of the CPP. It allows an operator to remote shelter functions to a centralized tent.

"We teach the Soldiers to a certain level of maintenance and the field support representative to a more in-depth level of maintenance," said Kimbell. "Our FSRs are essentially the 911 force. When the Soldiers can't get it done, they call



Bill Kimbell (standing) goes over training criteria with Don Herr for the Command Post Platform (CPP). They worked with Northrop Grumman Corporation to provide equipment and training to warfighters supporting Stryker Brigade Combat Teams, which use the CPP. (Photo by Tony Medici)

911." FSRs are forward-deployed Tobyhanna employees who provide embedded repair capability.

In addition to supporting automation and the radio equipment, TOC FSRs must be capable of repairing the environmental control units, auxiliary power units and generators.

"Training is going well," said Herr. "We've met some challenges, but have the staff and support to continue growing."

The depot works on parts and components in addition to writing technical publications to sustain and upgrade the Stryker teams. Employees fabricate cables and racks used to integrate equipment as part of upgrades, and perform field repair work on cables, equipment and communication devices.

Excellence in Electronics Around the Depot

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After school program gets high marks from national association

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Army far from a broken force, officials tell Congress

by Jim Garamone
American Forces Press Service

WASHINGTON—The Army is going through a remarkable transformation and is far from a "broken" force, DoD officials told the House Armed Services Committee Feb. 8.

Defense Secretary Donald H. Rumsfeld said the Army is becoming a more agile and deployable force capable of handling and sustaining missions around the world.

"Those who use words like 'broken Army' are flat wrong," Rumsfeld said. "Many of the criticisms and dire predictions about the Army have come from people who may be well-intentioned but who nonetheless are proceeding from outdated and inaccurate information."

"The Army is not broken," Army Chief of Staff Gen. Peter Schoomaker also emphasized to the representatives. "I was in a broken Army before; many of us were that have been around. A broken Army is one that's got low morale, it's one where you've got (high) discipline rates, where you've got all kinds of other problems. We know

what that looks like, smells like, and this Army's not there."

By contrast, "this is the best Army that I've ever been associated with in my life," he said, "and it's going to get much better. But we've got to go through the labor pains to get there."

Rumsfeld said the Army has demonstrated its capability, not in training exercises, but "in the crucible of combat." Soldiers have performed superbly on a regular basis in Iraq, Afghanistan and elsewhere.

"They have made the extraordinary so routine that it's sometimes hard for people to notice just how much has changed and how good they have become," he said.

The secretary confronted questions about cutting the reserve components. "The answer is no, the Army is not cutting the National Guard or the (Army) Reserve. The rumor is false," he said.

Schoomaker said the Army had close to \$56 billion in equipment shortages when terrorists attacked the U.S. on Sept. 11, 2001. "It necessitated taking equipment from units in the states, active, Guard and Reserve, and pushing

them into the war zone so that we were assured that we would have absolute complete capability in the hands of the warfighter," he said.

Schoomaker said the United States is in a long war, and the country and military are learning and adapting. "And every day we see different kinds of capabilities and capacities that are required, and we're doing the kind of adaptation that's required," he said.

The Army is "gaining momentum, because of the war, to fix these things much faster than we would ever be able to do in a static peacetime environment," the general said.

Schoomaker said the Army is growing capabilities, not cutting them. "I just want to 'foot stomp' the fact that we are not cutting the Guard or the Reserve or the active force in terms of the end-strength," he said. "We are rebalancing inside of that end-strength cap. And there is some discomfort and some pain associated with it that will require some cooperation."

He said the service is working with the state adjutants general, the National Guard Bureau and the leaders of the Army Reserve.

NSPS tracking to April start

by Samantha Quigley
American Forces Press Service

WASHINGTON—The Defense Department's new National Security Personnel System is on track for initial implementation, the system's program executive officer told the human resources specialists attending a symposium.

"We're still on track to deploy folks into Spiral 1.1 in April," Mary Lacey told attendees. "We've got over 11,000 (non-union) employees that are going in."

The NSPS Program Executive Office designed the system for a staggered implementation based on a spiral model, she said. The approach has lead to delays, she noted, but this has given the office a chance to tweak the program as it builds it.

The purpose of the spiral model to introduce NSPS was to build a little, test a little and learn a lot, Lacey said. "I'm actually confident that we're doing this the right way," she added.

The most recent implementation delay was caused by a need to take another look at the system's evaluation system. Lacey said it was robust but hard to understand and to put into operation. The NSPS has spent the last six weeks reworking that portion of the system, she said.

Some whom NSPS will affect have expressed hesitation over changes it will bring, even if the changes are good for them, Lacey said. She added that communication and training will help ease these fears.

"Conversations need to happen very, very frequently. Employees will be demanding more of supervisors' time. They'll be demanding more thoughtful conversations," she said. "If you find the time, while it's painful the first year, you will get paybacks forever."

One thing supervisors should be communicating to their employees is results.

"We're not just going to measure transactions," she said. "Transactions are interesting, but they're not necessarily something that compel us to action or the only thing that helps us achieve our (objective)."

Supervisors also should set and level expectations for employees, Lacey said. Employees need to realize not everyone is a star performer every year.

"When supervisors are giving their people feedback throughout the year, you need to talk in NSPS terms," she said. "A '3' is not a bad evaluation. That's a great, solid evaluation."

NSPS evaluation ratings are based on a scale of 1 to 5, with the former number being an unsuccessful evaluation and the latter a 'role model' assessment.

Under NSPS, evaluations will determine an employee's compensation. The system's three pay bands allow flexibility to adjust salaries and compensation to be competitive with the civilian sector, Lacey said.

"It's an important flexibility that we think we need to have in the department," Lacey said. "But we need to watch it. It needs to be fair (and) we need to make sure that in the process of being fair we don't ... price ourselves out of business."

Also important is that employees feel the system is being applied fairly, she said, adding that feeling will come from continuous conversations with supervisors so that employees know what's expected. These conversations, and the formal evaluations, need to be conducted with a measure of sensitivity, she said.

"People's feelings are important in this," Lacey said. "The people are the appreciating assets in the Department of Defense."

Employee commentary

Alternate schedule a win-win for depot

I would like to thank the commanding officer and the Command Group for implementing the Alternate Work Schedule (AWS). I also want to acknowledge and thank the union (AFGE Local 1647) and its officers for their outstanding involvement and efforts in making AWS a reality at our depot.

I think I speak for the entire workforce when I tell you how much we all appreciate the flexibility of AWS. I know other installations have had flex time/alternate schedules for over 15 years. Now that Tobyhanna has alternate work schedules, they have proven to be very popular with our work force.

In my almost 30 years at our depot, the AWS is the greatest morale booster to be introduced to the work force. The AWS has not only boosted morale, but I am sure it will reduce sick leave usage. It will allow our employees to save more annual leave while taking

care of private business and spending more time with their families. As we approach the spring and summer months, our employees can truly enjoy the full benefit of AWS. It's a win/win situation for depot employees.

I also want to ask our employees to take necessary steps to ensure our customers come first and to address any issues or problems that may arise, so as not to impact production on their RDO (regular day off). This means proper prior planning on your job so that service to customers does not suffer.

There may be some minor problems associated with AWS, but I know that our managers and supervisors can address these issues so that we can continue to enjoy this benefit.

Respectfully,

George Kofira

Production Engineering Directorate

TOBYHANNA REPORTER

The Tobyhanna Reporter is an authorized, biweekly publication for members of the Department of Defense.

Contents of the Tobyhanna Reporter are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense or the Department of the Army.

The 6,000 copies are printed by a private firm in no way connected with the U.S. government, under exclusive written contract with Tobyhanna Army Depot.

While story ideas are solicited from readers, the responsibility for determining material used is delegated to the editor.

News may be submitted to the Tobyhanna Reporter, Tobyhanna Army Depot, 11 Hap Arnold Boulevard, Tobyhanna, Pa., 18466-5076. (Internal Mail Stop 5076.) Telephone (570) 895-7557 or DISN 795-7557.

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Rumsfeld speaks on process behind budget, QDR

by Jim Garamone
American Forces Press Service

WASHINGTON—No nation has the resources or capability to defend against every conceivable attack, Defense Secretary Donald H. Rumsfeld told the Senate Armed Services Committee today.

That's why the military must "focus on developing a range of capabilities, rather than preparing to confront any one particular threat."

This is the heart of both the Quadrennial Defense Review and the president's 2007 defense budget request. Congress received both documents Feb. 6.

Rumsfeld, Joint Chiefs Chairman Marine Gen. Peter Pace and Army Chief of Staff Gen. Peter Schoomaker testified in support of the budget request.

Rumsfeld said the department has taken on major initiatives since 2001 with the idea of developing capabilities to handle 21st century threats. "And they have been informed by operations in Afghanistan, Iraq and other locations in the global war on terror," he said.

The changes made in defense strategy, manning and doctrine will help the country prevail in what officials now call the "Long War." This war - like the Cold War before it - will be a struggle against a hateful ideology that has attempted to hijack Islam for its nefarious purposes. Rumsfeld said the Long War, "also has the effect of transforming the way our forces fight and defend our country."

When al Qaeda attacked the United States on Sept. 11, 2001, the process of rethinking and reconfiguring the U.S. military was already under way. "Within three months, the Taliban regime and its al Qaeda 'guests' were routed in a landlocked country several thousand miles away," Rumsfeld said. "And within three years, our military had removed a dangerous and brutal regime from Iraq and helped to stand up a new democratically elected government that is now fighting terrorists instead of harboring them."

"This would not have been possible without an historic change in the way our military is arranged and operates."

But the enemies still believe they can win, the secretary said. They cannot hope to win a conventional fight against the United States, so they hope to sap the country's will via asymmetric attacks using terror as their weapon of choice.

"Their goal is to break America's resolve through the deft use of propaganda and carefully plotted attacks that garner headlines," Rumsfeld said.

"In a few short years they have become experts at manipulating the global media to both inspire and intimidate," he continued. "They have media committees and handbooks that advise their operatives when and how to lie - in particular to claim torture when captured - in order to generate coverage and commentary that damages vigorous anti-terrorism efforts. They have multiple Web sites that display videos of bombings and beheadings that are shown around the world."

The enemies' goals are to force the coalition to abandon Iraq before that country is ready to defend itself, he said.

The enemy - as personified by Osama bin Laden - wants to extend the jihad around the world. "And have no doubt, should these fanatics obtain the weapons of mass destruction they seek, the survival of our free way of life would be at risk," he said.

Progress in Iraq and Afghanistan will help to win the Long War. Rumsfeld told the senators to look at the war from the enemies' viewpoints.

"The terrorists tried to stop Afghanistan's presidential and parliamentary elections -- and they failed," he said. "They tried to stop the elections for a provisional Iraqi government a year ago -- and they failed. They tried to stop the drafting and approval of a new constitution -- and they failed. And they tried to stop elections last December for a permanent democratic government -- and they failed again."



The payload of three UH-60L Black Hawk helicopters and support staff supporting the humanitarian exercise New Horizons Honduras 2006 is unloaded off of a C-5 Galaxy aircraft on C. Moncado Air Base in La Ceiba, Honduras. (DoD photo by Tech. Sgt. Maria Bare, U.S. Air Force)

The Iraqis are seizing responsibility for their own security, the secretary said. The Iraqi 8th Army Division, for example, took over control of an area the size of Kentucky, he said.

But it is more than simple security, it means getting control of corruption and politically taking charge. That means putting together a competent government that respects the interests of all Iraqi ethnic and religious groups and that involves the people.

The American military must change the way it does

business, Rumsfeld said. While combating terrorism is the main threat, there are any number of other threats that could pop up. Chemical and biological attacks are a threat; a missile launched by a rogue regime is a threat. A friendly nation overthrown by Islamic radicals is a threat, and the U.S. military must be ready to confront all of these and more.

To that end, the budget calls for more than doubling special operations forces. This includes a new Marine component to U.S. Special Operations Command. The increase will mean the largest special operation force in decades, he said.

The enemy is different, and all U.S. forces must adjust. The budget and Quadrennial Defense Review call for increasing foreign languages capabilities in the force. The QDR and budget request also assign priority to post-conflict and stability operations in the military's overall training and doctrine, the secretary said.

Rumsfeld dwelt on shifts under way in the role and importance of intelligence. "The U.S. military has long excelled at engaging targets once they have been identified," he said. "In the future we must better ascertain where the enemy is going next, rather than where the enemy was: to be able to 'find' and 'fix,' as well as be able to 'finish.'"

"The United States military has enormous capacity to finish and insufficient capacity to find and fix," he continued. This means upgrading U.S. intelligence capabilities - both human and technical - and more effectively linking operations in real time in the field.

He said the military is shifting from the impulse to try to do everything, to helping partners and allies develop their own capacities to better govern and defend themselves.



Watch that first step

Brian Sompel, left, and Mike Hill participate in the fire department's quarterly rappelling drill. Tobyhanna firefighters/ emergency medical technicians practice rappelling in the event they need to rescue a victim trapped on the wall of a building such as a window washer. The department uses these rope rescue exercises to maintain proficiency and build individual confidence. (Photo by Tony Medici)

Black Belt teams chop defects

Team focuses on details, implements change, eliminates wasted time, money, material

by Kevin Toolan
Public Affairs Officer

"The Six Black Belts" is not the title of a new karate-themed action movie.

Instead, it is the number of depot personnel learning and helping to apply Six Sigma techniques to reduce defects and improve processes in shops and offices across the depot.

Six Sigma is a disciplined, process-focused methodology that complements the depot's existing Lean initiatives. It incorporates a customer-focused philosophy, statistical measures of process quality, and defined problem-solving techniques, says Jim Bochicchio, one of the six engineers moving toward Six Sigma black belt certification.

Joining him are Don Engel, Jennifer Godusky, James Waters, Mark Viola, and Bob Young, who is receiving Master Black Belt Training through an Army Materiel Command (AMC) program. The other five are training through the Northeastern Pennsylvania Industrial Resource Center.

"Our continuous improvement process is Lean Six Sigma, which capitalizes on the strengths and synergy of both methodologies," says Robert Katulka, director of Productivity Improvement and Innovation. "Lean looks to remove non-

value added steps from processes, while Six Sigma is used for detailed analysis and to identify root causes of process variability."

Sigma is a statistical measure of dispersion, or variability, in a process. Six Sigma is a measure of an extremely low percentage (0.00034 percent) of defects. As variability declines, so do defects, and the depot is better able to meet customers' expectations, Bochicchio explained.

The black belts work with teams of subject matter experts to address process and defect issues. Black belts bring their analytical training to the teams, while subject matter experts bring technical experience and training to the project.

The process typically includes creating a process map, collecting data, and using Six Sigma statistical tools to analyze the data and develop solutions through a collaborative team effort.

As part of the black belt training and certification process, each black belt works with technicians and other personnel on projects that reduce defects and variables and improve quality.

One of Godusky's projects evaluated antenna test and repair on the AN/TPQ-36 Firefinder System. Working with shop personnel, the black belt team implemented a standardized test and repair procedure that has improved



Don Engel collects data as Pete MacKarey, electronics mechanic, Voice Communications Division, Communications Systems Directorate, performs an azimuth/elevation adjustment on an alarm monitor on an AN/TRC-170 V3. (Photos by Tony Medici)

Five steps of the Six Sigma problem solving methodology

- Define - In the "Define" phase, the team develops a business case for the problem, identify the impacts, assemble a team and set the goal for the project.

- Measure - Develop a Process Map of the area that generates the problem, select areas for investigation and develop or enhance a data collection system.

- Analyze - data and develop theories and hypothesis to narrow down the list of possible problems and establish mathematical relationship between the process inputs, outputs and the variability.

- Improve - Improvement comes with the development of a practical solution based on our analysis of the problem and confirm the corrections are working.

- Control - In the final phase, permanent controls will be implemented to ensure the improvements will be sustained.

process yields from 12 to 54 percent in the Near Field Probe. Yield is defined as a percentage of met commitments (total of defect free events) over the total number of opportunities.

"Six Sigma data collection and analysis helped us find several process improvements in the repair of the Q36 antenna," says Joe McCafferty, chief of Firefinder Components Division. "We've addressed problems with spacers, the linear array, antenna re-facing and phase shifters as causes of failures that were occurring."

Engel's team is working on reducing Line Replaceable Unit (LRU) failures in AN/TRC-170 shelters. The team developed a data sheet to capture failures. The team then analyzed the data and identified those LRUs with highest failure rate and technicians were interviewed to determine possible causes for the failures. The project goal is to reduce the failure rate by 50 percent, which would also reduce the shelter's Repair Cycle Time.

The investigation has resulted in use of a mock-up shelter to test selected components, development of a course to train personnel on troubleshooting High Power Amplifiers and other improvements. Data collection and analysis are continuing. Initial results are promising with significant failure reductions in both the receiving and transmitting modems.

Bochicchio worked with a team looking at production order errors as they impacted workload in the Tactical Radio Branch. At the time, there was no clear process to adjust workload requirements for radios that are part of other systems repaired in other cost centers. As a result of the Six Sigma analysis, a new process was established that more clearly defines available workload and increases the

SIX σ BLACK BELTS

(σ is the lower case Greek letter "s" refers to the standard deviation of a population. Sigma, or standard deviation, is used as a scaling factor to convert upper and lower specification limits to Z. To achieve Six Sigma, a process must not produce more than 3.4 defects per million opportunities.)

Mark Viola: Bachelor of Science degree in Industrial Engineering, Penn State University. Nearly 21 years of experience at Tobyhanna, including 15 years working on plant modernization, including upgrades to the Automated Storage and Retrieval System. Four temporary supervisory positions, currently serves as chief, Process Engineering Division in the Directorate of Productivity Improvement and Innovation (D/PII). The division's responsibilities include conducting Lean Rapid Improvement Events and Value Stream Analyses.



Viola

James Bochicchio: Bachelor of Science Degree, University of Scranton, Master of Science Degree, Penn State University. Twenty-three years of depot experience providing technical assistance to maintenance shops. Participated in development of bid packages during the competition for Sacramento Army Depot workload, as well as in development of public-private partnering initiatives. Served as chief of the Business Planning Division, and currently is working in D/PII's Research and Analysis Division.



Bochicchio

James Waters: Bachelor's Degree in Electronics Engineering, University of Delaware. Almost 23 years of depot experience in quality management, including as chief of the Quality Management Division. He has provided engineering support of Avionics/IEW systems including the GUARDRAIL and Advanced Quick Look intelligence-gathering systems. He currently is assigned as an electronics engineer in the Research and Analysis Division, D/PII.



Waters

Don Engel: Bachelor of Science Degree in Electronics Engineering and Master of Business Administration from Wilkes College, Master of Science Degree in Engineering Science from Penn State University, and Quality Engineer and Reliability Engineer Certifications from American Society for Quality. More than 20 years of depot experience as an electronics engineer working in Quality Assurance, including as chief of the Product Quality Management Branch. He has served as the depot's Army Communities of Excellence program manager, as well as the depot's strategic planner. He is currently working in the Process Engineering Division, D/PII.



Engel

Bob Young: Bachelor of Science Degree in Electronics, University of Scranton, Certified Quality Manager, George Washington University. Almost 24 years of depot experience as a production engineer, Center of Technical Excellence weapon system manager, and supervisory positions in quality management, including Director of Product Assurance. He also has served as a division chief in Production Engineering and as Director of Business Management.



Young

Jennifer Godusky: Bachelor of Science Degree in Industrial Engineering from Penn State University with 20 years of depot experience, particularly in Process Improvement initiatives.



Godusky

See SIX SIGMA on Page 7

EXCELLENCE IN ELECTRONICS

AROUND THE DEPOT



Therese Paxton, electronics mechanic, Firefinder Division, Intelligence, Surveillance and Reconnaissance Directorate, secures the terminal board onto a beam steering unit.



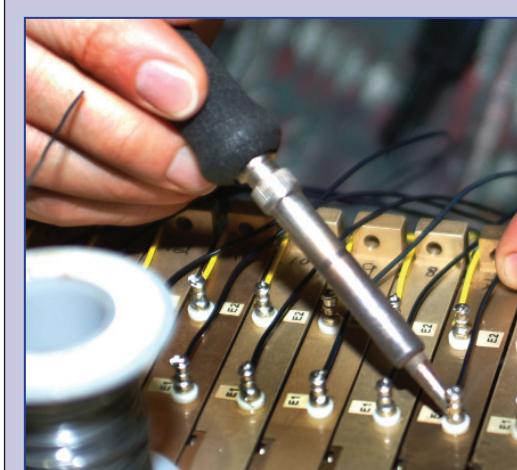
Keith Faas, electronics worker, Firefinder Division, solders wires onto phase shifters.

Firefinder Components Branch Intelligence, Surveillance and Reconnaissance Directorate

The AN/TPQ-36 Antenna Rebuild/Near Field Probe Section's 17 employees disassemble, examine, evaluate and determine the extent of repair, replacement and reconditioning required on the antenna. They also overhaul, modify, repair, re-straighten linear arrays for planarity and slot alignment, realign phase shifters, re-skin antenna faces, overhaul Beam Steering Units and conduct Near Field Probe Testing.



From left, Fish, Paxton and Faas work on phase shifters in the AN/TPQ-36 Antenna Rebuild/Near Field Probe Section.



Equipment Specs

The AN/TPQ-36 Firefinder System is comprised of the antenna transceiver group (trailer) and operations control group (shelter). The radar automatically locates the firing position of hostile mortars, artillery and rockets. The AN/TPQ-36 is a highly mobile radar set capable of detecting weapon projectiles.

WORK SMARTER, NOT HARDER

THE LEAN EFFECT

• • • • •
BEFORE:

Gain failures: 48.3 percent

Yield rate: 12.7 percent

Delays per antenna valued at: \$5,490

AFTER:

Gain failures: 0 percent

Yield rate: 54 percent

Estimated annual savings: \$154,720

Editor's Note: 'Around the Depot' is a Reporter feature intended to inform readers about the important work performed by personnel throughout the depot. Each edition will focus on the key systems maintained by personnel in a specific organization.



Edward Fish, electronics worker, Firefinder Division, cuts, prepares and solders wires for AN/TPQ-36 phase shifters.

Photos by Steve Grzezdzinski

WELCOME TO THE DEPOT

Name
David Bainbridge
Nicholas Barnes
Thomas Baux
Michael Bishop
Jenny Calarco
Chris Coleman
Reuben Cowell
Jason Donovan
Phillip Flatt
Madelyn Garson
Zina Groover
Greg Hale
Joseph Hermanofski
Brian Hosman
Gary Hudock
Paul Kelly
Toya King-John
Janice Lyons
Rodger Metsker
Daniel Morgan
Brett Morgenweck
Keith Mullin
Thomas Nowicki
Adam Olisewski
Charles Parry
Bryan Ranallo
Rollin Ronemus
Raul Salcido
Stephen Stolarski
Kimberly Terpak

Title	Organization
Painter worker	D/SIS
Security guard	D/IRM
Security guard	D/IRM
Equipment specialist (elncs)	D/C3 AV
Secretary	D/PM
Inventory management spec.	D/C3 AV
Logistics management spec.	D/C3 AV
Equipment specialist (elncs)	D/C3 AV
Logistics management spec.	D/C3 AV
Secretary	D/C3 AV
Inventory management spec.	D/C3 AV
Supv police officer	D/IRM
A/C equipment mechanic	D/PW
Equipment specialist	D/ISR
Packer	DDTP-L
Equipment specialist (elncs)	D/C3 AV
Secretary	D/C3 AV
Secretary	D/PM
Equipment specialist (elncs)	D/C3 AV
Equipment specialist (elncs)	D/C3 AV
Security specialist (personnel)	D/IRM
Distribution process worker	DDTP-L
Supply technician (HAZMAT)	D/PW
Distribution process worker	DDTP-L
Distribution process worker	DDTP-L
Electronics technician	D/PED
Material handler	D/COMM SYS
Logistics management spec	D/C3 AV
Distribution process worker	DDTP-L
Secretary	D/SIS

Army begins CAC logon

Tobyhanna to use cards by June 30

Army News Service

WASHINGTON — The Army began implementing CAC Cryptographic Logon last month and will soon require a Common Access Card and personal identification number, or PIN, to log onto the Army's unclassified network.

By March, about 10,000 Army users, including most Pentagon staffers, are expected to be logging onto their computer network by scanning their card. By summer, implementation should be Armywide, G6 officials said.

At Tobyhanna, Information Management personnel (DOIM), coordinating with Industrial Risk Management, will implement CAC card logons, says Janice Gimbi, director of Information Management.

"Anytime an individual logs on to the network they will have to install their CAC into the reader," she said. "The software will authenticate via the card that they are a valid and approved user. The goal is to have all users here using this method by June 30."

DOIM personnel are currently preparing systems, checking CAC rosters, and reviewing and completing tasks provided by the Army.

"Once these actions are complete, the work force, meaning all civilians, contractors and military personnel on post, will be trained on how to logon using their CAC," Gimbi said. "There is a lot of planning underway in order to complete this Army directive."

"Protecting identity is critical as the Army moves forward to deliver a joint net-centric, information enterprise," said Lt. Gen. Steven Boutelle, chief information officer/G6.

"One of the greatest vulnerabilities of our networks is posed by weak user names and passwords," Boutelle said. "Spyware or keystroke tracking software can steal your username and password, and even your PIN. It cannot steal your CAC. The Army's goal is to eliminate the use of username and password."

Before the CAC Logon is implemented across the Army, workshops will be offered, G6 officials said.

CAC is a type of smart card with electronic information about an owner and digital public key infrastructure, or PKI, certificates that insure identity.

NEW DEPUTY DIRECTOR

Roy Hollins is the deputy director of Command, Control and Computer Systems and Avionics Directorate.

As deputy director, he has management responsibilities for a workforce exceeding 650 technical personnel supporting various strategic and tactical communications systems. His duties also include providing management planning, development and execution of communications electronics programs that support all branches of the armed forces.

A native of Tacoma, Wash., and the son of Roy and Gerda Hollins of Lawton, Okla., he began his military career in 1982, when he entered the U.S. Army. He was a helicopter pilot



Hollins

and maintenance test pilot with over 4,000 flight hours, six combat tours and multiple overseas assignments.

His last assignment was at the U.S. Army's Maintenance Test Pilot Course, Fort Rucker, Ala., as the senior instructor pilot training all Army and NATO test pilots. He retired at the rank of Chief Warrant Officer 3 with more than 22 years service.

Hollins joined Tobyhanna Army Depot in December 2005.

He graduated from Lawton High School in 1982 and is pursuing a Bachelor of Arts degree in aerospace engineering from the Embry Riddle Aeronautical University.

Hollins is a member of the Association of the United States Army (AUSA) and Veteran's of Foreign Wars. His hobbies include woodworking.

NEW DIVISION CHIEFS

Anthony Rubin is chief of the Satellite Communications Division, Communications Systems Directorate.

As chief, he leads seven branches and more than 220 employees who maintain, rebuild, and provide integration and technical support for a wide range of tactical and strategic SATCOM systems and equipment here and at worldwide sites.

Prior to his current position, Rubin was the chief of the Strategic Systems Branch. He began his career at Tobyhanna in December 1979 as an electronics mechanic helper. Rubin worked his way through all the electronics grades earning a number of performance awards, letters and certificates of commendation, including the Commander's Award for Civilian Service.

He is a 1973 graduate of St. John the Evangelist High School. He also attended a two-year business law program at Penn State University and graduated from the Advanced Schools of Technology in 1976.

Rubin resides in Evans Falls with wife, Mary Ann. He is a member of Our Lady of Victory Church, Hughestown Volunteer Fire Company, Sons of the American Legion and United Bowhunters of Pennsylvania.

His hobbies include competitive archery, bow hunting and working with new archery enthusiasts.

Daniel Shea is chief of the Intelligence, Surveillance and Reconnaissance Directorate's Firefinder Division.

As chief, he supervises 114 employees in four branches who maintain, rebuild and provide integration technical and field support worldwide for the AN/TPQ-36, AN/TPQ-37 and mobile radar systems.

Prior to his current position, Shea was chief of the Surveillance Radar Systems Division. He began his career at Tobyhanna in May 1980 in the cable shop. He worked his way through the ranks becoming a supervisor in the Fiber Optic Cable Division, then photo fabrication. Shea also held supervisory positions in the Mobile System Repair Division and the Air Navigation



Rubin



Shea

Division.

Shea is a Vietnam veteran, who served three years in the Army with the 1st Air Cavalry Division as a helicopter crew chief. He earned various combat medals during that time.

He is a 1968 graduate of Scranton Technical High School. He earned an associate's degree in business management from Lackawanna Junior College.

Shea resides in Madisonville with wife Deborah. They are the parents of three children:

Belinda, 32; Danielle, 30, and Nathan 17. They are the grandparents of Audrey, 13, and Amber, 6.

He is a member of the Veterans of Foreign Wars, Post 5207, Antique Auto Club, and the World Tang Soo Do Association.

His hobbies include camping, making home improvements, practicing martial arts, attending car shows, and maintaining and driving his antique cars.

John Justice is chief of the Voice Communications Division, Communications Systems Directorate.

As chief, he supervises more than 150 employees in the division's four branches - Digital Group Multiplexer/Mobile Subscriber Equipment (DGM/MSE), Field Service, Wide Band Components, and Wideband Systems.

Prior to his current position, Justice was chief of the DGM/MSE Division. He began his career at Tobyhanna in August 1981 as an electronics mechanics helper.

Justice, a Vietnam veteran, served in the Marine Corps.

He is a 1967 graduate of Scranton Technical High School. Justice resides in Lake Ariel with wife Linda. They are the parents of four children: Stephen, 34; Andrea, 29; Kelly, 27, and Kacie, 23.

His hobbies include outdoor activities such as biking, camping, kayaking and canoeing.

COMMUNITY BULLETIN

Dawn Heffler, X56113.

- **Meshoppen, Tunkhannock, Factoryville, Clark**
Summit: Accepting names for new van pool, 7-passenger, non-smoking, call Thomas Zinram, X58736.
 - **Archbald:** 1 opening, non-smoking, 15-passenger, van, 5/4/9, accepting names for waiting list, call Bryan, X58545

- **Moscow and surrounding area:** 3 openings, 7-passenger, van, 7:30 a.m.-4 p.m., door-to-door pickup, contact Tina, X57511 or Christina.Williams@tobyhanna.army.mil.

- **West Scranton:** 1 opening, van, 7:30 a.m.-4 p.m., call Bob Jones or Bill Thomas, X58140

- **Kingston and surrounding area:** 5 openings, 7-passenger, van, 5/4/9, pickup at 5:40 a.m. at Gateway Shopping Center parking lot, depart Tobyhanna at 4:45

- **Hazleton:** Luzerne Carbon bus has an opening, 5/4/9, bus stops at Beaver Meadows, Hazleton, Drifton, Freeland and White Haven, cost is \$110 per month, call Frank Branz, X58757.

- **Hazleton:** 1 opening, 7-passenger van, 7:30 a.m.-4 p.m., call Don, X58363.

- **Lake Winola, Clarks Summit:** Individual seeks van pool, 7 a.m.-4:30 p.m., call Steveland McAllister, X58876

- **Jim Thorpe, Albrightsville, surrounding area:** 1-2 openings, van, 7:30a.m.-4 p.m., call Pat, X7671.

- **Plains, Pittston, Wilkes-Barre, surrounding area:** 1 opening, van, 5/4/9, departs park-n-ride on route 315 in Pittston, call Jim Hummel, X59730 or send an e-mail.

- **Plains Township:** 1 opening, day shift, 7-passenger, van, non-smoking, door-to-door pickup, 7 a.m.-3:30 p.m. call Tom, X56635.

• Weatherly, White Haven, surrounding areas:

Wilkes-Barre: 2 openings, 15 passenger, non-smoking

- **Wilkes-Barre:** 2 openings, 15-passenger, non-smoking, 5/4/9, van leaves Sam's Club at 5:45 a.m. and returns before 5:30 p.m., cost is \$105 per month, call John Alden, X58349

- **Shickshinny, Nanticoke, Hanover:** Several openings, day shift, 15-passenger, non-smoking, call Jerry Pursel, X57498

- **Childs, Jessup park and rides:** Accepting names for waiting list 5/4/9 non-smoking call Bill X58919

- **Larksville, Plymouth:** 1-2 openings, van, 5/4/9.

19. The following table gives the number of hours worked by each of the 1000 workers in the firm.

smoking, contact Steve, X58640 or e-mail steven.weidman@tobyhanna.army.mil.



TRADING POST

- **Honda Shadow:** 2001, A.C.E. VT 750, 3,000 miles, quick detach windshield, slant saddle bags, Honda backrest, like new condition, \$4,500. Call Mark, 561-5978.
 - **Motorhome:** 1998 Tiffin Allegro, 32 foot, Ford chassis with 460 V8, automatic, cruise control, Banks power pack exhaust system, 24,000 miles, roof A/C, ducted furnace, 10 gallon hot water heater, queen read bed, fold out dinette and couch, 3-burner stove with oven, microwave individual window awnings, basement storage, 4K Onan generator, hydraulic leveling jacks, drivers door, 19-inch color television with antenna booster, 6 new tires, \$27,500. Call Mark, 56-5978.
 - **Piano:** Henry Miller Spinet, great condition, tuned twice a year, pecan color, original upholstered bench, \$900. Call 842-1220.
 - **Crib mattress, new bed linen:** Simmons Sleep 'N More, fits standard crib, daybed, or toddler bed, like new condition, paid \$130, asking \$65; Bed-in-a-Bag, Dan River complete ensemble, queen size, floral design, never used, still in bag. Set includes comforter, bed skirt, pillow shams, and sheet set, \$50. Call Joanie, 894-0747.
 - **Pride Victory power scooter:** For handicapped, new, blue headlight, basket, use indoors/outdoors, paid \$2,795, asking \$2,000 OBO, call 562-3703.
 - **Craftsman snow thrower:** 24-inch, 4-cycle, 3-speed, 5.5HP, new, used once, asking \$400, call 562-3703.
 - **Spinet Hammond organ:** Late 60s, early 70s model, with side man attached, cherry wood, Model #1-103, Serial # 11923, very good condition, \$200 OBO, call Lori Palermo, 842-6148 after 5 p.m.
 - **Snowboard, boots, bindings:** Original Sin, 149 cm, Team Y, Charlie Adam, white board with mountain scene; boots, Original Sin, ladies size 8.5, black; bindings, Original Sin, white and black, in mint condition, asking \$300, call Erica, 570-839-8558 or 570-807-3478.
 - **Paint Sprayer:** Wagner 2-speed pro duty power painter, asking \$55; tire, less than 200 miles, 185/70R13, asking \$10, call Paul, 689-9996.

SIX SIGMA from Page 4

branch's capacity by half a work year. It couldn't have been done as effectively without the Six Sigma techniques he is learning.

"Staying focused on the data gets us to the root cause, and the 'improve' and 'control' phases ensure the improvements are valid," Bochicchio noted.

Viola, chief of the Process Engineering Division, will work to reduce administrative errors on documentation moving between the depot and the Defense Distribution Depot Tobyhanna. The project is in its initial stages. Viola likes the reliability of Six Sigma problem-solving techniques. "It's not uncommon

to just take a stab in the dark to solve a process variation. Six Sigma offers a systematic approach to identifying the root cause of the problem and leads to more reliable improvements.”

One of Waters' teams is looking at warranty returns on the RT-859A component of the AN/APX-72 Identification Friend or Foe Transponders. Following data collection and analysis, the team is moving to the improvement phase of the project. Improvements may include using alternate packing material and determining if warning labels should be attached to shipping containers.

As a master black belt, Young received the same training as his five peers. His training through AMC adds creative problem solving, certification as an ISO 9000 lead auditor, ethics, psychometric measures and instructor certification. As a master black belt, Young will travel frequently to instruct in various aspects of Six Sigma.

The black belts' initial projects are part of their training and certification process that started in October 2004. As they complete their certification, black belts will begin to apply their Six Sigma expertise on new projects across the depot.

Although both are part of the depot's Lean Six Sigma continuous improvement process, Six Sigma should not be confused with the Lean technique known as 6S, says black belt Don Engel. The 6S steps of Sort, Straighten, Scrub, Safety, Standardize and Sustain are the basic building blocks of Lean, while Six Sigma is a measure of very low levels of dispersion, or variability, in a process. Reduced variability in a process also results in lower defects and other quality issues.

Child care quality earns national accreditation

by Anthony Ricchiazzi
Editor

The School Age Services program here has been accredited by the National Afterschool Association (NAA).

NAA accreditation symbolizes a commitment to quality school-age care, says Jennifer Williams, School Age Services (SAS) and Family Child Care program manager.

"Tobyhanna's School Age Services program met or exceeded NAA's requirements for accreditation based on 144 quality standards for quality school-age care," she said. "These Standards describe the best practices in after school programs."

The standards are focused on six keys to quality: Human Relationships, Indoor Environment, Outdoor Environment, Activities, Safety Health and Nutrition, and Administration.

Tobyhanna's SAS program is recognized nationally as a leader in quality care for children before and after school, Williams said.

NAA developed the national accreditation system to recognize programs

that are offering stimulating, safe and supportive programs for children and youth aged 5 to 14.

An estimated 17 million parents need care for their 24 million school-age children ages 5 to 14, according to the NAA. NAA accreditation is a sign to parents and families that programs are offering quality care.

As part of the accreditation process, Tobyhanna's SAS program underwent a self study process that involved staff, children, families and community members.

"A self-study team was formed to determine how our SAS program was meeting the national standards for quality," Williams said. "After working to meet the 144 NAA quality standards, we applied for an endorsement visit."

Two SAS professionals observed the program for 24 hours and met with families, staff and community leaders. They sent a detailed report to NAA and it was determined that the depot's SAS program met the criteria for NAA accreditation.

"Parents, families, staff, children and youth of our program participated in the program improvement and



Jennifer Williams guides children in a game of bingo at Tobyhanna Army Depot's School Age Services facility. The depot's SAS program earned accreditation from the National Afterschool Association for its commitment to quality school-age care. Williams is the SAS and Family Child Care program manager (Photo by Anthony Ricchiazzi)

accreditation process," Williams said. "They should be very proud of the accomplishments and unique qualities of our program. I congratulate them for their accomplishments!"

Organized in 1987, NAA is a professional membership organization with

state affiliates and over 8,000 members nationwide. NAA members are leaders in a school-age field that serves over 3.2 million school-age children and youth.

For more information on after-school programs and the work of NAA, visit their Web site at www.naaweb.org.

Army Reserve streamlining force, Helmly says

by Steven Smith
American Forces Press Service

WASHINGTON — The U.S. Army Reserve must modernize how it "manages manpower" to prepare for future missions and challenges, head of the Army Reserve Command, said here Feb. 6.

"We are streamlining the command and control structure of the Army Reserve," Army Lt. Gen. James R. Helmly said

at the Reserve Officers Association's winter convention. "We need to move the reserve to the future as opposed to being comfortably ensconced in the past."

Helmly said he believes the future holds more nontraditional assignments. And in order to keep up with these changes, the Army Reserve must increase its numbers and shift missions within the reserve to make its command and control more "efficient and effective."

A well-run and efficient organization

boosts morale and helps with retention, the general said.

Force regeneration is a "challenge that has to be faced by the entire Army, not just the Army Reserve," he said. "We're facing it head on, but it's a difficult challenge."

Army Reserve numbers should be based on fully trained and deployable soldiers. Soldiers who are still being trained should not be counted as available strength, Helmly said.

The Army Reserve had been structured for 220,000 members, "but we were only authorized 205,000 end-strength, and out of the 205 (thousand) we really didn't have 205,000 available strength," he said. The Army Reserve currently has only 188,000 soldiers on its rolls.

He talked about soldiers who couldn't be counted as available because of issues such as pregnancy or board actions and those in the training base or even delayed in getting to it.

The Army Force Generation model - the strategy for providing combat support to combatant commanders worldwide - is a time-based and an event-driven model, Helmly said. "Time based, meaning that we modeled it over a five-year period. Event driven means is that you move through three phases based on your state of training readiness, not based on a time," he said.

For instance, a small civil affairs team might move from training to the "ready force pool" in a year, while a combat heavy engineering battalion might take a couple of years because of their size and

complexity, he said.

"The intent here is to move into

an available force pool not less than

once every five years, and during that

time either be deployed or be available

for deployment within 96 hours of

notification," Helmly said.

The general explained that this does not mean that every reserve soldier will only be mobilized every five years. "It's force management model, that will hopefully provide us some degree of measured stability and predictability for our soldiers, families and our employers in the future," he said.

Helmly said the Army Reserve will go from 10 regional readiness commands to four regional readiness sustainment commands. He explained that this is not just a combining of commands with name changes.

"It's a total abolishment of the RRCs and standing up of RRSCs, which are not intended to command forces, but rather to provide a stable platform for operations, maintenance and resourcing," he said.

The general also said training support divisions will be restructured and other "stuff" will "move around."

"The intent there is not to harvest combat power, but to harvest headquarters space ... to invest more resources in the operating formations where our soldiers really do the work out there," he said.

"We are today, I think Armywide, in a larger period of change than any time since the World War II era," Helmly concluded.



Penn State sees engineering missions

Mark Cooper shows Penn State University faculty and administrators the Medical Communications for Combat Casualty Care (MC4) system. The officials, from Penn State University's main campuses and three regional campuses, visited the depot on Feb. 10 to learn about depot careers in engineering and related fields. From left: Tina Merli, senior engineer instructor; Dr. John Madden, Hazleton Campus chancellor; Dr. Willie Ofosu, associate professor of Engineering; Dr. Dhushy Sathianathan, head of the School of Engineering Design; and Dr. William Curley, Continuing Education director. Tobyhanna recently began a systems integration mission for the MC4, installing the system in Humvees here. The system is used by medical personnel for voice and data communications. Cooper is an electronics mechanic in the Command, Control and Computers/Avionics Directorate. (Photo by Tony Medici)